



I'M HAPPY HE'S GOING TO JAIL!

The Derek Chauvin Trial as
Inkblot Test

PART 2



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I'm Happy He's Going to Jail – Part 2 Transcript

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John Berardi:

This is the Dr. John Berardi Show, a podcast that seeks important lessons in a seemingly unlikely place, amid competing points of view. In each episode, we look at fascinating, sometimes controversial topics, through the minds of divergent thinkers. And together, we tease out unifying threads from ideas that may feel irreconcilable. Today's topic: I'm happy he's going to jail, part two. In part one, my colleague, Marjorie Korn ...

Marjorie Korn:

Hello, everyone.

John Berardi:

... talked with two different academics about what's wrong with policing today, whether the Derek Chauvin trial has the potential to change anything and what change could look like if it were to happen. My sense from both interviews was disappointment. That even in the midst of unique times like these, Doctors Kraska and Haberfeld felt that real change to policing is unlikely. Here's Dr. Haberfeld.

Maria Haberfeld:

I don't believe that there'll be a transformational change because change is not a function of one high-profile case. Change is a function of transformational change within the organization.

John Berardi:

And Dr. Kraska.

Pete Kraska:

It seems like the same pattern that we've been witnessing for the last 80 years, literally 80 years of hand ringing and big reform movements and lots of new things are going to happen. And there just always seems to be a workaround. There always seems to be an entrenched mindset and a cultural and political context that really doesn't allow anything real to happen.

John Berardi:

However, we're here in part two, Marjorie speaks with Dr. Larry Rosenthal, Professor of Law at Chapman University and Sheriff Aaron Appelhans of Wyoming, who have slightly different takes and significantly more optimism about upcoming changes to law enforcement in the wake of George Floyd's killing.

Larry Rosenthal:

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My name is Larry Rosenthal. I am a Professor of Law at Chapman University in orange, California. Prior to that, I served first as an assistant United States attorney for the northern district of Illinois, a federal prosecutor, and later as deputy corporation counsel for counseling appeals and league policy for the city of Chicago. So I have a fair amount of both academic and real-world experience.

Marjorie Korn:

As someone who has been involved in police misconduct cases, on the legal side, Dr. Rosenthal likes to contextualize what's at stake when police officers are brought to trial.

Larry Rosenthal:

These are extraordinarily different prosecutions to prevail on. And I think the factor that the defense successfully exploits in most of these cases is that this is not an ordinary defendant. In most criminal cases, it's easy to identify the kind of personal selfish motive that the prosecution contends underlies the crime in financial crimes.

Larry Rosenthal:

In financial crimes, it's obvious. Even in most violent crimes, you find that self-interest motive underlying it. But when it comes to police misconduct, defense lawyers fairly skillfully are able to suggest to the jury this is somebody who wasn't on the street for his own reasons. He was out there protecting you.

Larry Rosenthal:

And very few of us when we make mistakes at work, wind up being prosecuted and incarcerated. It's one thing for the jury to acknowledge that an officer made a mistake in the heat of the moment. It's another thing for a jury to be willing to brand that kind of mistake as worthy of putting that officer in a cage.

Marjorie Korn:

So according to Dr. Rosenthal, that's why these cases rarely result in convictions. But it also helps explain why the jury in the Derek Chauvin trial headed the other direction.

Larry Rosenthal:

I think there were a number of unique factors in the case. For one thing, the whole incident went on for so long it certainly didn't look like a heat of the moment of judgment. It began to look of far more like sadism. The other thing that was fairly striking about this case is Minneapolis police officers were willing to testify against Officer Chauvin.

Marjorie Korn:

Dr. Rosenthal talks about his time working in Chicago, and he has a different take on the blue wall of silence than Dr. Haberfeld had in part one.

Larry Rosenthal:

I worked in the city of Chicago for more than a decade and I was involved in a lot of police misconduct cases, both civil litigation, where we had to decide whether we thought the officer did it or not and whether we would represent him, and in cases in which we were seeking to fire police officers. And in that entire time, I never once encountered a case where one officer was willing to testify against another.

Larry Rosenthal:

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In fact, we had a little trail that we use in order to figure out whether the officer did it. If the other officers on the scene said that they didn't see anything, that told us two things. The first thing that told us is that the officer accused of misconduct probably did it. And the second thing it told us is that the officer accused of misconduct was a jerk.

Larry Rosenthal:

Because in any other case, whether the other officers haven't seen sod or not, they were always willing to testify that the officer accused of misconduct, did exactly the right thing. And often, we think about this problem as one where we need new laws, we need new policies. And some of that is appropriate, but we're not going to really get a handle on this problem without a culture change.

Larry Rosenthal:

And at the risk of sounding optimistic, what this trial suggests to me is maybe a culture change is just beginning to take place. Maybe it's becoming acceptable for police officers to testify against a colleague who has made at least an egregious, an egregious act of misconduct.

Larry Rosenthal:

Because once you breach what's often referred to as the blue wall of silence, once officers get the sense that even their colleagues are going to tell the truth about what they see out there, officers are far less likely in the first place, to engage in that kind of misconduct.

Marjorie Korn:

I suggested to Dr. Rosenthal that what made this case different was that in Minneapolis, you didn't need officers' accounts to recreate what had happened. There was this bystander video, which made it very clear how things went down.

Larry Rosenthal:

There are a couple of things that I think can be said about that. The first thing is that I do have a rule of thumb that I've used in other police misconduct cases involving criminal prosecutions that works pretty well. If the officer tells the truth about what happened, even if it looks like a mistake of judgment with benefit of hindsight, the officer gets acquitted, or not even charged.

Larry Rosenthal:

But if after all the shouting is over and the officer goes back to the station, has an opportunity to reflect, and then he's asked what happens and the officer lies, the officer gets convicted because juries will forgive a mistake in judgment in the heat of the moment. They will not forgive a lie in response to an official investigation.

Larry Rosenthal:

Juries often think when they see that ever at work, they ask themselves, "Is this a case of there, but for the grace of God, go I?" And defense lawyers skillfully exploit that. And jurors can imagine when they're frightened and panicked, making a mistake in the heat of the moment. They can't imagine lying about it in a calm, deliberate way after the fact.

Larry Rosenthal:

So the first thing that happened here was something that I think is common. And it seems that the officer's minimized, or out and out lied about what happened on the scene. And that was the first problem. But beyond that, it's true, we

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don't always have video evidence. But it's also true that we now live in a nation where all of us can act as videographers at will.

Larry Rosenthal:

Just take your phone out of your pocket, and officers are keenly aware of that. So the police officer says that there's always a risk of this kind of video surveillance, and it's going to be ever increasing. And then finally, the culture shift that I mentioned a few minutes ago, the willingness of officers to testify against each other is striking.

Marjorie Korn:

At this point, Dr. Rosenthal outlines a proposal that he's been championing to better deal with cases of police misconduct.

Larry Rosenthal:

The final point I will make is I have advanced a fairly radical proposal, what I call the Radical Middle, which is on the one hand an effort to signal to officers that there's going to be some understanding for their errors in judgment in the heat of the moment, even when they have tragic results. And on the other hand, signaling simple tolerance for police misconduct.

Larry Rosenthal:

Police departments ought to adopt policies that they will never fire anybody for using excessive force in the field. Those individuals may wind up prosecuted. They may wind up sued civilly, but they're not going to lose their jobs. They might be suspended. They might be reassigned. They might be retrained, but they'd be given a measure of safe Harbor. We understand that there are errors in judgment in the heat of the moment.

Larry Rosenthal:

You won't lose your job for that. But any officer who makes a false report about excessive force, whether it's about what the officer himself did or what the officer saw, that automatically requires termination. And the reason I think this approach would be so radical is that it would powerfully change both incentives and cultures, because it signals to officers that they have to tell the truth. Their careers are at risk if they don't end.

Larry Rosenthal:

If you know you have to tell the truth, that if you know that your partner, your colleagues have to tell the truth, the likelihood that you're going to engage in this kind of overzealous enforcement in the first place is going to go down. That's about culture change. And I think culture change is far more important than any other kind of objective here.

John Berardi:

I feel like I have to jump in here and ask how you reacted to this proposal.

Marjorie Korn:

So I got to say, I was a little dubious at first. At the top of the interview, Dr. Rosenthal said that he is kind of a person who goes right down the middle, that radical middle. And when I hear that, I'm like, "Okay, let's see how this plays out." But truly his position doesn't feel like it falls on either side.

Marjorie Korn:

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I'm not an expert in this in any way, shape or form, but my question, hearing that and reacting to it is, how does this proposal on paper, how does it translate to the streets? And if you think that racism is a deep seated problem in policing, or that the policing rules give police officers too much leeway, it doesn't really address those issues.

John Berardi:

Well, on its face, it doesn't seem to. But it sounds like what he's saying is that it could have these psychological knock on effects, reducing the worst kinds of police behavior that we all seem so offended by. It's interesting. I'm not saying I'm for or against it here. But the first thing that occurred to me is it's a little like how some folks think about parenting.

John Berardi:

That they want to offer an unconditional environment of acceptance for their children. You won't be kicked out of the family for hitting your brother, but you can't lie about it. Now, I realize there are edge cases and the analogy isn't perfect, but I have to admit there was a moment there where his proposal endeared me to, or at least endeared the parent in me to Dr. Rosenthal.

Marjorie Korn:

Yeah, I like that analogy. But what if it wasn't like a clear cut case of hitting your brother, which is clearly outside the bounds? Or the hitting was collateral damage of another action? Well, I guess I think we're demonstrating why were podcasters and not writing police policy. That's number one.

Marjorie Korn:

So let's just go ahead and throw it back to an actual expert. I do think that this outlook is one of those creative approaches that may get buy-in from more parties, which is something that they would likely need. Perhaps it's part of that elusive middle ground.

Larry Rosenthal:

Well, when I say culture change, the primary vehicle for that is what I'm referring to was a kind of radical transparency where officers come to the conclusion that their conduct on the street is going to be consistently scrutinized, scrutinized by people who understand that both there was a need for proactive and sometimes aggressive enforcement, and there are going to be mistakes, but people who also demand transparency.

Larry Rosenthal:

One of the striking things about so many of the cities in which these kinds of cases arise, like Minneapolis, is they have very large and very politically active communities with people of color in them. And there is no pro police misconduct lobby there. If the people can see what the police are doing, and if what the police are doing is unacceptable, the politics themselves will produce reforms.

Marjorie Korn:

Dr. Rosenthal goes on to talk about the defund the police movement. And this is an area in which he agrees with Dr. Haberfeld.

Larry Rosenthal:

There's all this talk about in Minneapolis, even the city council voted to abolish the police department. And it's a kind of fraud. Because if you actually look at the Minneapolis public employee labor relations laws, it turns out Minneapolis

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can't abolish its police department, because police officers in Minneapolis have the right to hold the city to their collective bargaining agreement.

Larry Rosenthal:

And when it expires, if the two sides can't reach another agreement, an arbitrator just imposes a new agreement on it. You can't under Minneapolis law, get rid of the police department. So you need a whole variety of reforms in order to impose what I'm calling radical transparency. But sloganeering on both the left and the right, I think is extremely unfortunate and counterproductive.

Larry Rosenthal:

To give you just one example, there's really theories, substantial data that police officers with college degrees are far less likely to use excessive force than officers without college degrees. So if you cut police budgets, what happens to your ability to hire people with college degrees? Well, it's extremely predictable. If you want people with college degrees, you've got to be willing to pay salaries commensurate with the qualifications.

Larry Rosenthal:

We have to understand the need for policing. We also have to understand the need for accountability. There is no policing strategy that won't occasionally produce tragic errors. And the tragic errors run in all kinds of directions. There are going to be tragic errors where officers kill somebody. There are also going to be tragic errors where officers don't respond in time and community violence doesn't get adequately staffed.

Larry Rosenthal:

But a stop and frisk strategy that's responsive to the data, coupled with what I'm calling radical transparency, I think is the answer. The data is now overwhelming that poverty and inequality drives crime rates. So for those of us who are troubled by poverty and inequality, it shouldn't surprise us that there are high levels of violent crime in the most disadvantaged neighborhoods. There's a wealth of sociological research demonstrating that.

Larry Rosenthal:

Now, that problem needs to be addressed in a variety of ways. We need to remediate inequality, but we also need to offer safety to the people who live in those neighborhoods. And at the same time, we can't do it in a way that insulates the police from accountability. The more aggressive your hotspot policing strategy is, the more aggressive your accountability program needs to be as well.

Marjorie Korn:

I asked Dr. Rosenthal about some of the other reforms on the table. For example, scaling back police involvement, as some of our other guests mentioned.

Larry Rosenthal:

It is frequently the case that officers encounter on the street, a mentally ill individual, who is unstable, who may be potentially violent. And officers are ill-suited to assess how to deal with that individual. So you start with the idea that if we could add different kinds of responses to our menu, which is now largely limited to the police, that would be a good thing.

Larry Rosenthal:

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And that's going to be the sentiment until the first time we send out a social worker and she gets killed. And that's going to happen. So the fact is that if we want to supplement our response with people like clinical social workers, we have to not replace the police, but supplement the police. We shouldn't be sending out social workers without adequate protection for their safety.

John Berardi:

Okay, Marjorie. I'd like to think back to part one of this series. Doctors Haberfeld and Kraska didn't feel hopeful that the Derek Chauvin case was going to change much about policing in America. I wonder how we situate Dr. Rosenthal in this discussion.

Marjorie Korn:

Well, in some ways, he was actually more optimistic.

Larry Rosenthal:

If you're of the view as I am, that what we need is police culture change, then the Derek Chauvin case did change something. It didn't change everything. But the fact Minneapolis police officers from throughout the supervisory chain were willing to testify against one of its own, is really quite radical. And it sends a very important message. Now, again, it's kind of a blunt instrument.

Larry Rosenthal:

One of the things you really have to worry about is that if the only message you're sending the police is that they're more likely to get prosecuted, fired or disciplined, then that outcome is not necessarily positive. Crime after all, or violent crime after all is escalating rapidly in Minneapolis. Another thing I like to say to people is we could drive the rate of unjustified police violence to zero pretty easily.

Larry Rosenthal:

We could just tell officers, "Never get out of your squad car." They wouldn't be shooting anybody. But that's not going to do much for the people living in high crime neighborhoods in Minneapolis. A very wise Chicago police officer said to me years ago, "The worst thing that ever happened to us was when we got air conditioning in the squad cars." We want officers to get out of their cars and intervene effectively in the streetscape.

Larry Rosenthal:

But we can't have that happen if we're not willing to reach for a middle ground, which says that officers will be held accountable, but we're also going to have a measure of understanding for how difficult those streetscapes can be. The legislation that was enacted in Maryland a few weeks ago, over the governor's veto, which eliminated a whole set of protections police officers have from discipline, I think is the single most encouraging event I've seen in the wake of this verdict.

Larry Rosenthal:

Because it suggests that at least some elected officials are willing to rethink the idea that police officers ought to have extraordinary insulation from any measure of accountability. The people that police arrest on a daily basis are held accountable for their conduct. We should ask the same of police officers.

John Berardi:

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Okay. I just want to take a little break here to give a shout-out to our main sponsor, Precision Nutrition, the world's largest nutrition coaching education and software company. Without them, this show doesn't exist. So we're really grateful for their support and their encouragement.

John Berardi:

If you're interested in nutrition coaching for yourself, or you're interested in enhancing your knowledge through their number one rated nutrition certification program, you can check them out at www.precisionnutrition.com. All right, back to the show.

John Berardi:

Okay, Marjorie. So far, we've heard from a group of academics whose ideas, expectedly, biased towards their areas of study. Dr. Haberfeld runs an education programs, so her solution is better education. Dr. Rosenthal is a lawyer, so his solution is different laws. This idea of seeing how people's own biases drive their opinions, solutions, et cetera, is always fascinating to me.

Marjorie Korn:

Yeah, it's interesting for sure. I guess we should point out that there are very few new ideas on the table here. The conversations that we're having with the guests, these are reflective of conversations that have been going on for decades.

Marjorie Korn:

I would say the exception is defund the police, and that's gotten national attention more recently. It's something that is starting to see results in cities like Los Angeles and Baltimore, to reallocate police funding to things like community programs and trauma centers.

Marjorie Korn:

And it helps to address the root causes of crime. Yet over the last few decades, hundreds of thousands of officers have been trying to do their jobs. Most of them ethically, and to the best of their abilities. And of course, police are not monolithic.

Marjorie Korn:

It's made up of individuals, each of whom brings their own personality, their own family history and lived experiences. And those things are really important in a job where interactions with the community and demeanor are vital. So we're going to hear from one such person.

Aaron Appelhans:

My name is Aaron Appelhans and I'm sheriff of Albany County, Wyoming. Our county is quite large. It's about the size of Delaware, about 4,300 square miles.

Marjorie Korn:

Sheriff Appelhans has the distinction of being the first African-American sheriff in the state of Wyoming. He's held that post since December of last year. It is quite a time for Appelhans to take over the post, amid an ongoing pandemic and a national discussion around policing in America.

Aaron Appelhans:

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It's been busy.

Marjorie Korn:

While one might see this as a difficult time to take over a high profile police position, Appelhans sees it as a real opportunity to do important work. When things are going along, business as usual, people are reluctant to make changes. However, during more volatile times, folks may be open to shaking things up.

Aaron Appelhans:

Note the timing around it. We're in a different time in policing now where both communities are really starting to rethink what policing is not only nationwide, but what does it look like in their own communities? I come in with a fresh set of eyes and definitely a different perspective than most people in my position, simply because I'm coming in not only as a law enforcement officer, but as an African-American that's had to not only deal with racism in America, but also have to navigate the criminal justice system on the outside looking in, through some of my family members.

Aaron Appelhans:

I have a little bit of a unique perspective coming in, because I could see it from both sides. And so part of the reason why I was appointed is because I not only look to further establish law enforcement within the county that I'm at, Albany County, but look to change it a little bit different based on not only what the county needs, but what the county wants. And I've been pretty lucky coming in. The things that I think the county needs are also the same wants that the county is asking for in terms of its local policing.

Marjorie Korn:

And that to-do list he was handed on day one was pretty hefty, and could amount to some true change within Appelhans' corner of Southeast Wyoming.

Aaron Appelhans:

A lot of the things that we're talking about in terms of allocating resources, properly de-escalation and diversifying workforce and providing that training, those are all things that I came in looking to do. And the timing is pretty good.

Marjorie Korn:

There are distinctions he makes and they're not insignificant ones, about the different ways a police department can evolve.

Aaron Appelhans:

Well, reform is probably not a bad word to tell you the truth, because we're just looking to make changes. So it's reform. It's a little bit of a re imagination and a reallocation, to use all the big re words that are in terms of what we're trying to do. My thought process coming in is that you don't necessarily need police to be called for every call. The community also feels the same way.

Aaron Appelhans:

And so it makes it a little bit easier to get started on this work of being like, "Hey, what do police really need to respond to?" What does the Sheriff's Office really need to respond to? And how can we partner with other people and other resources that we have within the county and the state to have a little bit better response to some of the issues that we deal with on a regular basis?

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Marjorie Korn:

I asked if he feels any extra pressure being the first African-American sheriff in the state, especially during a time when race and racism is at the forefront of big conversations, particularly in policing.

Aaron Appelhans:

I don't feel extra pressure, but I got to qualify that a little bit just because of, to be honest, the way I grew up. You grow up black in America, things are a little bit different for you than it is for everybody else. And so it's not something that was super on my radar. I knew that I was going to have to deal with it coming in.

Aaron Appelhans:

So I don't really feel that pressure. I do feel that there's some extra responsibilities that I take on. And I knew that going into the job. We're dealing with race relations, race issues here as a country. I come from a state that isn't particularly known for their diversity.

Marjorie Korn:

I should interject here. Wyoming's population is 90% white. Broadly speaking, it's conservative, though that's shifting. The state has had one female governor, Nellie Taylor Ross, who served from 1925 to 1927. And she was actually the first female governor in the US.

Marjorie Korn:

The state was also the first to give women the right to vote. This is a bit of a digression, but I wanted to underscore that Wyoming has a unique and sometimes complicated history with progressive ideas. But back to Sheriff Appelhans.

Aaron Appelhans:

And the other thing that I knew that I was going to have to do is not only create a good example, but I'm the one making trails out here and make sure that I hold that door open behind me. I'm not going to stay in this position forever.

Aaron Appelhans:

There's going to be people that are looking up to me and I want to be able to provide those mentoring opportunities as well. So that after I leave, everybody else has the same, if not better opportunities than I had when I was trying to get to where I was at.

Marjorie Korn:

His mindset affects the way he sees the justice system and his place in it.

Aaron Appelhans:

I've seen both sides growing up. I've had some family members that have been involved in the criminal justice system. And one of the major rubs I have about the criminal justice system is that sometimes it gets to be way more punitive than it is rehabilitative.

Aaron Appelhans:

Without sugarcoating it, there's definitely a different set of rules for some people than there are for other people. There's definitely a certain set of sentencing requirements for some people than other people as well. The way I approach it is every person is a person and we want to make sure that we're policing that issue specifically.

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Aaron Appelhans:

That's one side of it. And then the other side of it is I'm in a position now where I have a lot more influence in terms of changing some of the systemic issues that we have within the criminal justice system that's a lot of times, punishing people unfairly.

Aaron Appelhans:

You got people with low level possession charges doing hard, hard time, not violent criminals doing lengthy sentences as well. So it's not rehabilitative. If anything, it perpetuates how that system was originally set up, keep certain populations down and keep them down permanently. So I look at it with a lot more compassion, a lot more empathy.

Marjorie Korn:

Appelhans followed the George Floyd trial, though not super closely as being a sheriff is a full-on job. He understood why people were nervous about it. Old enough to have watched the Rodney King trial, he knew that the outcome was not set in stone. But on that day he says the state of Minnesota got it right, and the criminal justice system got it right, and the outcome is actually positive for police as well.

Aaron Appelhans:

That verdict is good for law enforcement. You saw during the trial where there's a lot of officers. So it was like, "Hey, and they testified under oath?" That's not the way we do business. That's not the way we're trained.

Aaron Appelhans:

That's not the way to apply the training that we did have. And so it's good to show the public that there are good officers out there and that there's still honesty and integrity within the profession.

Marjorie Korn:

Also, Appelhans thinks that some change may just come along, too. Maybe not an overhaul, but it could help both police officers and the public.

Aaron Appelhans:

A lot of the changes that are going to come from the verdict in terms of how to deescalate situations, what use of force should be used, a lot of that's going to change a ton of different police departments in terms of their policies and procedures, with more focus on de-escalation. That's a good thing as well.

Aaron Appelhans:

It's unfortunate. I don't want to gloss over it that unfortunately, somebody had to lose their life unjustly for us to make these changes. And that's what's still just really, really sad about it. But trying to take some of the good out of that verdict, it's going to be good for law enforcement.

Aaron Appelhans:

You're going to see a lot of law enforcement begin to change. And hopefully, they can sustain those changes and implement those changes for the good of the communities that they serve.

Marjorie Korn:

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His wish list for national reform dovetails with what he said before. The criminal justice system should work to rehabilitate people, leave them better than they were before. Low level crimes like marijuana possession shouldn't turn into decades in jail with few prospects of jobs, and little support after people have served their time. Horrible crimes should have punishments that fit, but so should small crimes.

Marjorie Korn:

The pie in the sky question is a nice intellectual exercise, but it also underscores how much work there is to do. Sometimes the work can be done within a generation, sometimes not. But so many people are putting in the hours, doing the work, to make changes. Sheriff Appelhans is one of them. And he's talking to people, talking about hot button issues like resources, race, economics, crime and punishment.

Aaron Appelhans:

I'm not afraid to talk about these topics. And a lot of the community groups that we've started here since I've been here, we've always said, "Let's talk about these things. Let's see what we can do." We're on a local level and so I'm always optimistic that we can make changes, especially on the local level.

Aaron Appelhans:

It's quite a bit harder to do it on a state level or even worse, on a national level. And so a lot of it in my local area is just the openness that I have. And then definitely receiving the same openness from my community to want to talk and interact, and find solutions to some of these problems that we have.

John Berardi:

Okay. This is where we're going to end part two of this three-part series. In part one, Marjorie Korn talked with two different academics about what's wrong with policing today, whether the Derek Chauvin trial has the potential to change anything, and what change could look like if it were to happen.

John Berardi:

In part two, which you just listened to, Marjorie spoke with Dr. Larry Rosenthal, Professor of Law at Chapman University and Sheriff Aaron Appelhans of Albany County, Wyoming, who have slightly different takes and significantly more optimism about upcoming changes to law enforcement in the wake of George Floyd's killing.

John Berardi:

Finally, in part three, Marjorie and guests will talk about race. They'll explore why whether racism motivated children's actions or not, it continues to be an important part of this conversation, both publicly and privately, in our homes with our children.

John Berardi:

Before we end, I want to let you know that the Dr. John Berardi Show is now on YouTube, and that we're running a little contest over there with our two sponsors, Precision Nutrition and Change Maker Academy. There are \$15,000 in prizes up for grabs, and all you have to do to enter, it's really simple, is to subscribe to our new YouTube channel and take a screenshot of your subscription.

John Berardi:

Once you have that, email it to us at youtube@drjohnberardishow.com. Make sure you spell it D-R rather than D-O-C-T-O-R, and you're done. Like I said, really simple. From there, just before the release of our next show, we'll randomly

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select three winners who get to choose from among 15,000 in prizes, including a spot in the Precision Nutrition Level One Certification, the Precision Nutrition Level Two Certification, or Precision Nutrition Coaching.

John Berardi:

Winners get to choose which one they want. Winners also get to choose one of the following, a copy of my book, Change Maker, or up to \$75 of Precision Nutrition apparel. And finally, winners also get a spot in Change Maker Academy's new course, The Career Blueprint. Can't wait to find out who wins.

John Berardi:

Before signing off, I'd like to thank our production team, Marjorie Korn, my research partner and co-writer on the show, Martin DeSouza our producer, Dylan Groff who edited and sound designed this episode. And thanks to you for listening.